

Rocky Mountain Seed Alliance Inc

Executive Director / CEO

EIN 465661943
 NM · NTEE K20
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Shannon Francis, Executive Director / CEO** (\$1,900) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Shannon Francis — reported title "CO-CHAIR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (K20).

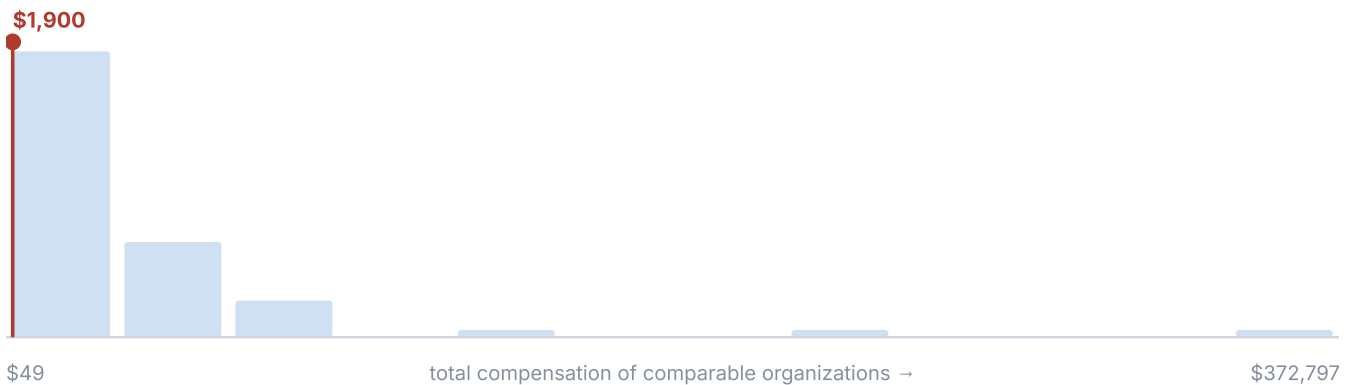
BUDGET Total revenue between \$52,936 and \$118,515 — 0.67x to 1.50x the subject's \$79,010 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,490	\$6,065	\$21,211	\$39,237	\$71,174	\$1,900
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NM cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lifescape Community Services Foundation	IL	\$78,760	Executive Director	\$34,484	\$31,520	2024
Oakmont Village Saddle Mountain Water Supply Corporation	TX	\$79,311	Secretary	\$12,600	\$11,719	2024
Freedom Center	MI	\$80,098	President	\$86,900	\$83,394	2024
Iowa Farm Bureau Federation	IA	\$76,443	President	\$48	\$49	2024
Maxcen Housing Society Inc Michigan Branch	MI	\$76,151	Ceo	\$5,188	\$4,979	2024
Care And Share Foundation	CO	\$82,642	Trustee/ Ex Officio Ceo	\$12,540	\$11,180	2024
Ict Food Rescue Inc	KS	\$75,098	Executive Director	\$53,920	\$54,160	2024
Mt Washington Valley Independent	NH	\$75,012	Director	\$4,000	\$3,434	2024
Maxcen Farmers Corporation Inc	FL	\$83,123	Ceo	\$5,190	\$4,533	2024
Maxcen Farmers Corporation Oklahoma Branch Inc	OK	\$74,810	Ceo	\$5,190	\$5,313	2024
Stags Leap District Winegrowers	CA	\$83,731	Executive Direc	\$92,211	\$74,031	2024
The Beerwalk	CA	\$83,979	President & Ceo	\$7,400	\$6,117	2023
God's Homeless Haven Inc	MS	\$74,037	Executive Di	\$35,000	\$36,243	2024
Midland Downtown Farmers Market Inc	TX	\$84,134	Market Director	\$24,000	\$22,321	2024
The International Society For Plant	MN	\$73,214	Business Manager	\$10,500	\$9,646	2024
Western Upper Peninsula	MI	\$85,540	Treasurer	\$13,112	\$12,583	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Of Crop Soil And Environmental	WI	\$72,475	Ceo	\$383,931	\$372,797	2024
Empower Boone Inc	IL	\$71,512	Director Of Operations	\$18,904	\$17,279	2024
Agribusiness Freedom Foundation	CO	\$70,856	Exec Vp	\$27,500	\$23,885	2025
Central States Fair Foundation	SD	\$88,029	Member	\$6,651	\$6,825	2024
Food Bank Of The Rockies Endowment Fund	CO	\$88,113	Director	\$31,834	\$29,219	2023
Gods Pantry	TX	\$68,907	Executive Dir	\$74,000	\$70,856	2023
Maxcen Harmers Corporation Mississippi Branch Inc	MS	\$68,679	Ceo	\$5,190	\$5,374	2024
Henderson County Fair Association	TN	\$91,031	Secretary	\$2,400	\$2,346	2024
Cfbeo Real Estate Inc	OK	\$91,920	President	\$13,043	\$13,747	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NM cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 60 organizations. Compensation range \$49–\$372,797; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$79,010); for reference, expenses \$141,152 and assets \$175,995. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Shannon Francis, reported title "CO-CHAIR", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	3 rd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Shannon Francis) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 60 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,900 is reasonable (approximately the 3rd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.